



## CONSUMER & INDUSTRY SERVICES

*"Serving Michigan...  
Serving You"*

# e-DISCUSSIONS

VOLUME 26 - October 2002

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*CIS employee Darryl Hunter  
donated a kidney to his mother,  
Doretha Hunter.*

**An amazing story about the  
gift of life given twice! See  
Health Services.....**

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### *From the Director*

*by Noelle A. Clark*

You may have noticed I have a new look in this month's photograph by sporting a MIOSHA hard hat. That's because I recently had the opportunity to join Deputy Director Dr. Kalmin Smith in presenting our state's highest safety award, the Michigan Voluntary Protection Program Star Award, to the very enthusiastic staff and management at International Paper in Howell. If you missed the article in the Detroit News, please see p. 8 of this e-Discussions for all the details.

As our state heads into a transition of seasons with the arrival of spectacular fall colors, likewise our department has undergone dramatic changes this past month. For example,

- The Bureau of Regulatory Services was reorganized and renamed the Bureau of Family Services to better reflect the services offered to the families of Michigan.
- The Bureau of Workers' & Unemployment Compensation has begun allowing workers and employers to take cuts in line by delivering unemployment services in more convenient and user-friendly ways. As of Oct. 28, jobless workers in Michigan can now file their unemployment claims by mail. The application is available at <http://www.michigan.gov/bwuc>.
- The Bureau of Health Systems Quality Improvement Nurse Consultant program was recognized with a prestigious national award as a "Best Practice" model for other states to follow in nursing home and long term care regulation. Congratulations!

And finally, this month also marks the retirement of several of our co-workers and friends CIS. The CIS family is experiencing the loss of many members on Nov. 1 and to those people we say good luck and thank you for all you have contributed to protecting and serving the people of Michigan. We hope you will stay in touch! If you are a retiring employee and wish to continue to receive e-Discussions via email, please send your personal email address to Lori Donlan in the CIS Media Office at [ldonla@michigan.gov](mailto:ldonla@michigan.gov). Best wishes to our retirees!





# Job Now Posted Exclusively on Civil Service Site

The Office of Human Resources has changed the procedure/policy for posting vacancies in CIS as of Oct. 18. Human Resources stopped updating the phone HOTLINE postings and we will not post any new jobs to the CIS InTRANet after Monday, October 21, 2002. ALL jobs will be posted to the Civil Service (CS) inTERnet site at <http://www.state.mi.us/mdcs/asp/vacancyweb/vacancyinq.asp>. Current postings will remain on the current sites until they expire and all NEW postings will be made to the Civil Service site only. All union notice and posting requirements will remain unchanged. These changes will not only ease the strain on OHR's workload, but will also provide a "one stop shopping" for employees seeking new positions by making all department postings available in one place, from any computer with Internet access.

Human Resources expects that all bureaus will also assist in the efforts to communicate the changes and ensure that those field staff without home workstations will be notified of vacancies thorough other methods, such as mailings and field office postings. The Bureau of Workers' and Unemployment Compensation (BWUC) will continue to notify staff of vacancies using their existing email system. As their reorganization proceeds and they move to fewer office locations we will change to a common process across the agency.

## Contributions Sought for Michigan Harvest Gathering

Since 1991, the Michigan Harvest Gathering - helped by state employees - has played an important role in helping feed hungry families. CIS Director Noelle Clark is asking you to show that same generous spirit as this department again participates in the Michigan Harvest Gathering. Last year, state employees contributed a total of 62,134 pounds of food and \$21,201.00 to the Michigan Harvest Gathering. All these contributions went directly to the Food Bank Council of Michigan.

You are encouraged to participate by collecting non-perishable canned and boxed food items during the weeks of October 21 through November 1, 2002. Please check your work areas and building for flyers and donation boxes that will be distributed and placed for this worthwhile cause. Once items have been donated and gathered, volunteers from the local food banks or Red Cross centers will come around and collect the items.

In addition, employees may contribute monetary donations in lieu of food items. Make your check payable to: Michigan Harvest Gathering or the Food Bank Council of Michigan. Pledge cards for this donation purpose are available from your respective building coordinators or you may send your check to: Maurine (Mo) Mitchell, DCIS Coordinator for the Michigan Harvest Gathering (I.D. Mail: CIS/OPLA/Williams Building/Mo Mitchell). Monetary contributions can also be mailed direct to: Food Bank Council of Michigan, 501 N. Walnut Street, Lansing, MI 48933.

If you have any further questions regarding the Michigan Harvest Gathering, please call Mo Mitchell direct, 517/241-4581 or Beth Hinshaw at the Food Bank Council of Michigan, 517/485-1202.





# \$14 Million in Restitution To State Consumers

In a landmark settlement that will set new standards for the lending industry, mortgage lender Household Finance has agreed with government regulators from Michigan and 19 other states to change its lending practices. Household also agreed to pay up to \$484 million to consumers nationally – approximately \$14 million total to 10,000 Michigan consumers – for alleged unfair and deceptive lending practices in the “subprime” lending market over the past four years. The pending national restitution amount is believed to be the largest ever in a state or federal consumer case.

“This settlement will provide relief to Michigan consumers and addresses practices in the lending industry that have been and will continue to be a priority effort for OFIS and state regulators nationwide,” said Michigan Office of Financial and Insurance Services (OFIS) Commissioner Frank M. Fitzgerald. “This agreement sets new standards for the mortgage lending industry and will guide OFIS in its review of other lenders.”

OFIS is the state government agency that has negotiated the settlement on behalf of Michigan as part of the multi-state effort. The details of the settlement and the process by which consumers can apply for restitution are being finalized and will be announced at a later date. Each state will design its own restitution plan, since lending practices by Household varied significantly from state to state.

The multi-state investigation alleged that Household violated state laws by misrepresenting loan terms and failing to disclose material information to borrowers, such as failing to properly inform consumers of loan costs and insurance premiums that were included in their loans. Consumers complained that Household charged far higher interest rates than promised – in some cases, borrowers were led to believe they were receiving interest rates of about seven or eight percent and were actually charged nearly twice that much. Some consumers were trapped in costly loans or charged costly prepayment penalties that were not clearly disclosed.

Michigan is the eighth largest state involved in the multi-state investigation and is 3.4 percent of Household dollar volume. Each state’s share of the restitution fund will be proportional to the state’s percentage share of Household’s total real estate loan secured dollar volume. The settlement specifies that the national restitution fund could range from \$387.5 million up to \$484 million, depending on participation by states. All states are eligible to participate. Almost all states are expected to participate and the restitution total is expected to be at or close to the \$484 million level.

## OFIS Releases Enforcement Information for Third Quarter 2002

The Michigan Office of Financial and Insurance Services (OFIS) today released the third quarter 2002 enforcement report. The report contains enforcement actions made final during the third quarter of 2002 and issued to financial services entities such as insurance companies, insurance agents, securities broker dealers and mortgage companies. OFIS took 54 enforcement actions during the third quarter of 2002.

The report is posted on the Internet at:

<http://www.michigan.gov/ofis> and click on Consumer Services

All information is also available by contacting OFIS toll free at (877) 999-6442.

### Web Site is Valuable Tool in Home Insurance Rate Comparison

As a result of recent rate increases in home insurance, more Michigan consumers are looking for rate information. The Michigan Office of Financial and Insurance Services (OFIS) has launched a special home insurance information web site. The site is accessible from the OFIS home page at <http://www.michigan.gov/ofis> by following the home insurance graphic link.



## Bureau of Health Systems

### Quality Improvement Nurse Consultants Receive National Award

The Quality Improvement Nurse Consultant program has received a prestigious national award for enhancing the quality of life and care for residents of nursing homes and long term care facilities.

The Association of Health Facility Survey Agencies (AHFSA) presented a Best Practice 2002 Award on Oct. 21 during its annual convention in Williamsburg, Virginia to the CIS Bureau of Health Systems Quality Improvement Nurse Consultant program. Receiving the award were nurse consultants: Deborah Ayers of Detroit, Wendy Ehnis of DeWitt, and Cynthia Irwin of Ann Arbor.

The CIS Quality Improvement Nurse Consultation Program, which was established in 2000, is an unique program among state agencies across the nation and is available free of charge and on a voluntary basis to all long term care facilities in Michigan. The Quality Improvement Nurse Consultants, all of whom possess a master's degree (M.S.N.) in nursing, provide consultation, education and program development guidance for long term care providers to assist them in creating an internal continuous quality improvement process to provide the highest level of care possible.

"We are so very excited that our Quality Improvement Nurse Consultant Program has been recognized as a model for other states to follow in nursing home and long term care regulation," Clark said. "This program was created to help the state's long term care providers improve the quality of life and care for our most vulnerable residents. We've known that Michigan is a leader in nursing home and long term care oversight, but it is satisfying to receive national recognition from our peers and to have one of our key programs spotlighted as the standard for other states to follow."

AHFSA's Best Practice Program, now in its 5th year, gathers information from states about their approaches to issues and problems that are industry-wide concerns and selects a few unique, innovative and outstanding programs for public recognition of the progress being made today by state survey and certification agencies. The AHFSA's goal is to promote communication among all state agencies; enable them to exchange models of outstanding services, processes or practices; and to publicly recognize the efforts of those agencies.



## Bureau of Employment Relations

### Michigan Labor Relations Agencies to Host National Conference

In late July of 2003, labor relations advocates and agencies in Michigan will have the unique opportunity to showcase our city and state, and the wealth of labor history in our area when we host the Annual Conference of the Association of Labor Relations Agencies (ALRA).

ALRA is a nonprofit organization of some 67 private and public labor relations agencies at the Federal, State, and Provincial levels in the United States and Canada. Every summer, ALRA hosts an annual conference in the locale of a member agency, featuring nationally known speakers and providing member agencies with the opportunity to share information.

The 2003 ALRA Conference will take place from July 26 -30, 2003, at the Marriott Detroit Renaissance Center, and will be hosted by Michigan Employment Relations Commission, Federal Mediation and Conciliation Service (U.S. and Canada), National Labor Relations Board, Michigan Civil Service Commission, and the Ontario Provincial Labor Relations Agency. On Monday, July 28, 2003, we will host an Advocates' Day, and the program will be open to attorneys, arbitrators, labor union representatives, management personnel, mediators, and other labor relations professionals. All of this will occur in our great City of Detroit - the catalyst of the labor movement. Questions concerning ALRA Advocates' Day may be directed to MERC Director Ruthanne Okun at (313) 456-3519.





## Public Service Commission

### PSC Honors Employees for Conference Success

The MPSC has recognized six of its staff for their many outstanding contributions to the Commission in 2001. In addition to their ongoing responsibilities, **Vicky Acker, Dan Blair, Angie Butcher, Karen Feldpausch, Mike Fielek** and **Wanda Jones** were honored for their contributions as members of a six-person team responsible for planning, organizing and executing the 2001 Mid-America Regulatory Conference, "Bridging the Waters of Change: Managing the Transition."

Under the direction of Commissioner Dave Svanda, Vicky, Dan, Angie, Karen, Mike and Wanda spent many long months of intensive planning that resulted in a conference that attracted nearly 700 policy makers, business leaders, elected officials and the national media. Their efforts showcased Michigan's natural beauty, along with the state's approach to regulating networked industries. Congratulations to all!



*Top row from left to right: Mike Fielek, Dan Blair, Angie Butcher, Wanda Jones. Bottom row from left to right: Vicky Acker, Commissioner Dave Svanda & Karen Feldpausch*



## Bureau of Construction Codes

### New Code to Encourage Renovation of Aging Buildings

New rules will make it more cost-effective for developers and consumers to renovate existing buildings and help eliminate urban decay.

CIS recently filed the "Michigan Rehabilitation Code for Existing Buildings" with the Secretary of State and become effective as of Oct. 31.

Prior to this new code, owners and developers were often forced to rehabilitate aging buildings to the same standards required of new construction. Bringing the older buildings up to new construction standards was frequently cost-prohibitive and resulted in many of Michigan's older build-

ings being left vacant or demolished.

"Without these new rules, our communities would undoubtedly continue to see property owners and developers investing in new construction rather than using existing buildings," Clark said. "This would mean more aging buildings would be left abandoned, which would only exacerbate the development of valuable farm land, increase urban blight and decay, and reduce the tax base that is necessary to make Michigan cities economically viable."

The rule set mirrors code established by the International Existing Building Code with modi-

fications and ensures that structures will be no less safe than current code dictates.

"We held a public hearing on the proposed code in August and received overwhelming support from government leaders, architects, historians, business owners and consumers," Clark said. "The new rules make the rehabilitation of Michigan's aging buildings more attractive and cost-effective, without jeopardizing the safety levels of the structure. It encourages people to reuse the structures currently available and help reduce urban sprawl concerns facing many communities."



# BCS Representatives Busy on the Speakers' Circuit

Representatives from the Bureau of Commercial Services' "Speakers Bureau" have been on the go with several speaking engagements. Here are just a few of the latest:

1) **Jeannine Benedict**, Assistant Licensing Administrator in BCS, spoke at the September 24 meeting of the Mid-Michigan Chapter of the Appraisal Institute. Her presentation covered recent changes in the law and administrative rules for real estate appraisers as well as other current legal and general industry issues which affect the work of licensed appraisers in Michigan. Jeannine has been closely involved with the Appraisers Board in the development of updated administrative rules, and was a key person in developing an Appraiser Update newsletter on the CIS / BCS website.

Ms. Benedict also spoke on Appraiser issues at the March meeting of the ASA Greater Michigan Chapter. Both of her presentations qualified as continuing education credits for participants.

2) **Sarah Rock** attended the National Interstate Council of State Boards of Cosmetology Region II meeting in New Orleans. One panel discussion at the meeting on fraudulent license applications revealed that there are websites where an individual can obtain a "novelty item" Social Security Card or an INS card. The cards look so real that they are nearly impossible to identify as fakes. Ms. Rock is an assistant licensing administrator for Cosmetology.

3) **Paula Smith**, Manager of Testing Services, represented at the Michigan Cosmetology Schools Association annual education seminar in Okemos on September 28. She discussed the Department's new contract with Experior Examinations and answered questions from school owners and managers about examination content, procedures, statistics, as well as general licensing program issues. She was also a participant at the 2002 Spring Conference of the MCSA in April.

4) **Gloria Keene**, Licensing Administrator in BCS, spoke at a May 2002 Region II Area Agency on

Aging tri-county workshop at Sienna Heights University in Adrian. The focus of the workshop was to reduce criminal victimization of the elderly by various businesses or individuals. At a workshop on "Home Improvement Scams", Gloria addressed homebuilder/remodeler licensing requirements and explained how to find a reliable contractor. She and **Susan Elder**, (recently retired from CIS) gave tips on how to file complaints with the Department if work has been unsatisfactory, or worse, abandoned.

5) **Gloria Keene** also attended the 2002 Central Zone Meeting of the National Council of Examiners for Engineering and Surveying (NCEES). The NCEES is a national association of these two professions, which provides licensing examination consultation as well as academic accreditation for degree programs across the county. Along with Christine Drake, Assistant Licensing Administrator, she spoke at the Michigan Proprietors Council meeting in May. The Council is a consortium of licensed professional surveyors and civil engineers. In March, Ms. Keene attended the National Council of Architectural Registration Boards, (NCARB) in Kansas City.

6) **Suzanne Jolicœur** was featured speaker at the Michigan Funeral Directors Association District III April meeting in Dowagiac. Suzanne is the Licensing Administrator for the mortuary science licensing program, and also serves as Cemetery Commissioner. In that capacity, Ms. Jolicœur was a featured speaker at the Winter Conference in East Lansing of the United Cemeteries of Michigan.

7) **Belinda Wright**, coordinator for the Homeowners Construction Lien Fund, represented the Department at the 4th District Michigan Association of County Clerks March meeting at the Clinton County Courthouse in St. Johns. She provided information about the roles and responsibilities of county clerk's offices in the process of filings of construction liens. She was invited since she "had been a tremendous help to the Association in the past."





*BSR 2002 special employee Award Winners: Bea Nielsen, Secretary, General Industry Safety Division; Ayalew Kanno, Deputy Chief, Consultation Education & Training ; Martha Yoder, Chief, General Industry Safety Division; and Tony Allam, Supervisor, Construction Safety Division. (Not pictured: Elaine Clapp, Industrial Hygienist, Occupational Health Division.) Several of the awards are named after former exemplary employees.*



## BSR Announces Year 2002 Special Employee Recognition Awards

The Bureau of Safety & Regulation is pleased to announce Year 2002 special employee recognition awards. Several of the awards are named after former exemplary employees.

### **Herbert C. Austin Director's Discretionary Award**

**Recipient: Martha Yoder, Chief, General Industry Safety Division**

As Chief, Martha has worked to protect and enhance the division's reputation as one of the pre-eminent compliance organizations in the nation. With 18 years of service, she provides consistent direction to her employees and assumes a leadership role in bureau.

### **Galeeta Galusha-Antes "Excellence in Service!" Award**

**Recipient: Bea Nielsen, Secretary, General Industry Safety Division**

Bea is retiring with 23 years of service to the bureau. She developed a spreadsheet that tracks the location and stage of all active and closed inspection files, which eliminated two other tracking systems. She has consistently performed above her class.

### **Allan W. Harvie Meritorious Service Award** **Recipient: Ayalew Kanno, Deputy Chief, Consultation Education & Training Division**

Ayalew has dedicated more than 20 years of service to the bureau. He is an excellent leader who expects the best from those he works with. He is considered by all those who know him as a man of dignity and integrity.

### **William H. Sebring Meritorious Service Award** **Recipient: Tony Allam, Supervisor, Construction Safety Division**

Tony is an excellent supervisor and has accepted many division projects and assisted other division on construction outreach. Tony has 18 years of service with the bureau, and was instrumental in the development of MIOSHA's first experimental variance.

### **Bernie Bloomfield Meritorious Service Award** **Recipient: Elaine Clapp, Industrial Hygienist, Occupational Health Division**

Elaine has eight years with OHD and is the division's industrial hygienist metals specialist. Elaine won this award by a vote of her peers for her integrity and quality field work and for exemplifying all of the best qualities of an industrial hygienist.





# International Paper's Detroit Container Receives State's Highest Safety and Health Award

International Paper's Detroit Container Plant, located in Howell, has become the seventh facility in the state to receive the prestigious Michigan Voluntary Protection Programs (MVPP) Star award for workplace safety and health excellence. CIS Director Noelle Clark presented the Star flag at a special ceremony on Oct. 8th on behalf of the Michigan Department of Consumer & Industry Services (CIS).

"We are honored today to award another International Paper facility with the state's most distinguished safety award, the MVPP Star," said CIS Director Noelle Clark. "International Paper's Detroit Container plant has an outstanding safety and health management system which empowers employees to make safety their top production priority."

The CIS Bureau of Safety and Regulation is responsible for the Michigan Occupational Safety and Health Act (MIOSHA) program. MIOSHA established the MVPP program to recognize employers actively working toward achieving excellence in workplace safety and health. It was developed in 1996 to reward private- and public-sector worksites that develop and implement outstanding safety and health programs that go beyond MIOSHA standards.

Employees raised the MVPP Star flag during the cere-



*International Paper in Howell, Michigan won the Michigan Voluntary Protection Program Star Award. At left are, Dr. Kalmin Smith, CIS Deputy Director; Ron Helmuth, I.P. safety committee manager; and Noelle Clark, CIS Director. At right are: front, left to right, Keith Richardson, I.P. safety leader; Ed Dreschler, I.P. safety leader; and Bob Hayward, I.P. maintenance manager. Behind them are Mark Humrich, I.P. manufacturing manager, left, and Matt Mataya, I.P. General Manager. C2002 John M. Galloway*

mony. Accepting the Star award were Ron Helmuth, EHS Manager, and members of the safety committee. State and local elected officials, corporate leaders, as well as CIS and MIOSHA representatives, were on hand to congratulate Detroit Container employees and management on their outstanding achievement.

"Receiving the MVPP Star award recognizes the outstanding safety and health efforts of the entire Howell team," said Detroit Container General Manager Matt Mataya. "We have dramatically reduced our injury and illness rates

by working in partnership with MIOSHA, and taking advantage of the MVPP team's knowledge and experience."

The Detroit Container plant's Incidence Rates and Lost Work Day Rates are well below the Michigan average for their SIC code 2653, Paperboard Containers and Boxes. The Total Case Incidence Rate for Detroit Container was 2.6 in 1999, 3.6 in 2000, and 3.7 in 2001 compared to 6.8, 6.8, and 6.8, respectively, for the Bureau of Labor Statistics (BLS) industry average. The Total

*continued on page 9*





# MVPP Star *Continued*

Lost Work Day Cases for Detroit Container was 0.0 in 1999, 2.0 in 2000, and 0.0 in 2001 compared to 3.6, 3.6, and 3.6, respectively, for the BLS industry average.

“National VPP sites experience 60 to 80 percent less lost work day injuries than would be expected of an average site in their industry,” said CIS Deputy Director Kalmin Smith. “Not only does the MVPP program significantly reduce injuries and illnesses, but it also has a tremendous impact on the bottom line.”

Commitment to health and safety performance is a core value at International Paper. Management keeps all employees informed of safety and health goals and requirements within the facility through memos, communications, e-mails, and training meetings. It is management’s belief that truly outstanding safety and health performance is not achieved through a top-down approach, rather it must be shared.

Three years ago, the site instituted a behavioral-based performance (BBP) process to improve their safety and health management system. Through this system, employees are empowered to integrate safety and health into all aspects of the operations, owning their own safety and health performance. Management, employees and union representatives credit the BBP process for a substantial drop in recordable incidences.

Overall responsibility for the safety and health program belongs to the general manager. Safety is also a specific rating criterion on all employee annual evaluations.

Key job responsibilities, including safety, are also included in all written job descriptions. Employees are empowered to act on any safety and health issues and are held accountable for their own safety and health performance through the performance evaluation process.

Detroit Container has 117 employees, with 85 employees represented by a collective bargaining agreement with Paper, Allied Chemical Employees (PACE) Local #1107.



*Doug Earle, Director of Bureau of Safety & Regulations, with International Paper general manager Matt Mataya at left, talks to IP's employees about winning the Voluntary Protection Program Star Award. C2002 John M. Galloway*

## Romanian Doctors Participate in BSR Activities

On September 13, Drs. Aurelia Ferencz and Bogdan Draghici, medical residents in the occupational health training program of the "Institute of Public Health Bucuresti" and affiliated hospitals in Romania, arrived at MSU to spend two months of training in occupational health and industrial hygiene. The doctors have a strong interest in how occupational health and safety issues are addressed in Michigan.

Bob Pawlowski, Regional Supervisor with the Bureau of Safety and Regulation (BSR), Occupational Health Division, has coordinated with MSU in including our guests in BSR activities. The doctors have accompanied field inspectors during on-site health and safety inspections, participated in education and training seminars put on by the BSR CET division, have attended a Michigan Voluntary Protection Program award ceremony, and will attend an upcoming MIOSHA standards commission meeting. Pawlowski said the goal is to get them involved in as many activities as possible so they can take back to Romania an understanding of how BSR programs function.



# The Gift of Life Runs Rampant in the BHS Detroit Office

*By Diana Popp*

The health of Darryl Hunter's mom was continuing to go downhill. She had both diabetes and hypertension (high blood pressure) for several years. Doretha Hunter had been an active woman throughout her life and now she was feeling worse each day. Darryl, the manager of the Detroit office for the Bureau of Health Services, said he would call to check on her at noon and often she was still in bed. The bottom line: her kidneys were failing.

Darryl researched the options and spoke with her doctors. There were three options: Going on a cadaver transplant list (probably not a viable option due to her age), kidney dialysis, or a living donor. Darryl insisted on being tested to see if he could be a donor. Valeria Hunter, Darryl's sister, a chemical engineer in Chicago, also offered to be tested but Darryl asked her to wait to see if he was a good match since he lived in the same area.

The great news for Darryl was that he could give life back to the woman who had given him life. Darryl said, "After a series of tests, the doctor told me I couldn't have been a more perfect match if I had

been a twin!" Of course, his mom was still concerned about him having only one kidney. At the doctor's recommendation, Darryl contacted the Gift of Life Foundation. He felt assured regarding the risks for all concerned and the transplant procedures were scheduled.

And now, as Paul Harvey would say, for the rest of the story ...

Upon deciding that he would donate his kidney to his mother, Darryl called his staff together to tell them and to discuss how the office would be covered during his absence. He also shared his enthusiasm for the gift of life he was able to give to his mother.

Shortly after the meeting he was approached by Michael Petross, an investigator on Darryl's staff. Darryl knew that Mike was also a diabetic. He didn't know that Mike was also approaching kidney failure.

Mike said, "I had been keeping this pretty close to my chest but I found that I was just a step behind Darryl's mom. I had also just found that my brother wasn't a match."

*Continued on page 11*



*CIS employee Darryl Hunter gave the gift of life to the woman who had given him life: his mother, Doretha Hunter.*



### Gift of Life *Continued*

Based on what he had learned from the Gift of Life Foundation, Darryl knew how important outreach was. He encouraged Mike to share his news with his friends, family and the rest of the staff. Several staff members went to be tested at Henry Ford Hospital to see if any of them could be a donor for Mike.

Amber Wells-Williams, another investigator in the Detroit office, shared with her family that she had been tested and was a preliminary match based on blood type. Her family knows Mike from many shared social gatherings through the years they've worked together and being distantly related. Upon hearing this news Amber's son, Richard Wells, a nearly 30-year-old parking attendant at Providence Hospital, insisted upon being tested also.

You guessed it! Richard will be the donor to pass on the gift of life to Mike Petross.

All of the remaining tests showed he was a good transplant match for Mike. Amber said, "Everyone has a purpose ... maybe this is his. He is younger and has always taken good care of his health. I'm glad my blessing could be a blessing for someone else."

Darryl talked about how relatively easy it was for him. "It was a surgery and I have a small scar but it's harder for my Mom. She will have to take anti-rejection medication for the rest of her life," he said. Then he added with a smile, "She is back to being the active woman I've always known and loved and a few pills are a small price to pay."

Darryl confided that any surgery is a little scary. "However," he said, "when I woke up at the hospital and the first face I saw was Mike's, I knew that I was still on this earth!"

"I was in a dark place and Amber brought out the sun for me," Mike said. "What a true gift ... I feel blessed." His surgery is scheduled for October.

For me, this started out being a story about Darryl who did a heroic and loving thing for his mom. It turned into a story of selfless compassion in sharing the gift of life itself.

If you would like more information, contact Michigan's Gift of Life Foundation at 1-800-482-4881 or on the web at <http://www.tsm-giftoflife.org>.



*Above, Mike Petross, a CIS Detroit investigator, (at left) is amazingly also receiving the gift of life. His donor is Richard Wells (at right), the son of fellow CIS Detroit investigator Amber Wells-Williams. After hearing about CIS employee Darryl Hunter generously donating his kidney to his mother, Petross confided that he was approaching kidney failure. Several fellow staff members and friends stepped to the plate and were tested as possible donors. The result was a match with Wells. Below, investigator Amber Wells-Williams is proud of her son Richard, who is donating his kidney to save a life.*







### OFS Presents Program at School Facilities Conference

The Office of Fire Safety contributed to school building construction information at the 10th Annual Educational Facilities Conference at Shanty Creek Resort on Oct. 3.

Representing OFS were: **Jim Elenbaas** of OFS Central Office, **David Sass** of the OFS Farmington Regional Field Office, and **Mel Zalud** of the OFS Cadillac Regional Field Office

The conference provides a forum for all people involved in the planning, construction, and use of educational facilities to come together to discuss common issues and techniques. The conference is sponsored by the Michigan Architectural Foundation, AIA Michigan, Michigan School Business Officials, Michigan Association of School Administrators, Michigan Association of School Boards, and the Michigan Department of Treasury..

OFS has been a participant for several years in the area of school building construction as it is regulated by CIS. The conference is an opportunity to help keep the lines of communication open between OFS and the construction managers, architects, and school officials.



*OFS Director Tony Sanfilippo speaks at Fireman's Memorial.*

## OFS Represented at Michigan State Firemen's Memorial

The 23rd Annual Michigan State Firemen's Memorial was held in Roscommon on Sept. 21. **Tony Sanfilippo**, Director of the Office of Fire Safety, participated in the floral wreath memorial service by placing a wreath at the monument site. **Kim Osborn**, OFS Lansing Office and **Bob Bennett**, Gaylord Region Office Supervisor also attended.

Sanfilippo gave a brief speech in front of approximately 4,000 fire fighters, family members and friends on behalf of the Governor's Office, CIS, and the Office of Fire Safety. He spoke of how the Firemen's Memorial provides an opportunity for all of the people of Michigan to pay special tribute to our firefighters, past and present, who have served and continue to serve on the front lines against the ravages of fire. He extended our deepest respect and appreciation for those who have sacrificed their lives to keep our communities and families safe.

The Michigan State Firemen's Memorial Service is held every September in conjunction with the Michigan Firemen's Memorial Festival and Committee in Roscommon. Information may be found at the website: <http://mick45.freesevers.com/msfa.htm>.



# New "Bureau of Family Services" Unveiled

CIS Director Noelle A. Clark recently unveiled the new name for the Bureau of Regulatory Services and changes to the organizational structure to protect and serve the 495,688 children, senior citizens and other loved ones in Michigan's child care and adult foster care facilities.

The Bureau of Family Services will continue to license and regulate the 32,963 homes and facilities in Michigan, including children's foster homes, homes for the aged, child care homes and centers, child caring institutions, child placing agencies, court operated facilities and camps. However, the bureau will be using the newest technology to run more efficiently and will be reorganized from program based (currently adult foster care/homes for the aged, child care and child welfare divisions) to a function based (licensing, consultation and training and investigation and disciplinary action division) structure.

"The reorganization is modeled after other CIS bureaus where a function based organization has been a great success in our bureaus, which oversee and regulate hospitals, long-term care facilities, health professionals, commercial services and businesses," Clark said.

Routine paperwork and other time consuming tasks will be transferred to support staff so consultants, who are required to have a minimum education of a master's degree, can focus on helping providers and protecting the most vulnerable citizens by: inspecting facilities, providing consultation and training, and conducting investigations.

The new divisions for the Bureau of Family Services and their responsibilities are:

- **Licensing Division** - Handles all paper aspects of the licensing and renewal process for all types of facilities licensed by the bureau, as well as responsibility for the administrative rules process for all facility types. Staffing will be Departmental Analysts supervising word processing assistant positions, with the analysts reporting to a department manager.

- **Consultation and Training Division** -

Conducts on site inspections of original and renewal licenses, as well as interim and 90 day inspections. Also responsible for orientations, trainings, public speaking and variance requests. Consultants will staff the division and handle facilities consistent with their job classification.

- **Investigation and Disciplinary Action**

**Division** - Oversees intake of all complaints filed against all licensees regulated by the bureau and the investigation of the complaints. And if disciplinary action is warranted, drafting the disciplinary document, handling the compliance conference and presenting the case at hearing. The complaint intake staff is word processing assistants supervised by a department analyst. The investigation team is made up of consultants and the staff handling the disciplinary action is analysts, who are supervised by a department manager.

"The reorganization will enable CIS to hire additional child care consultants so that regulatory staff will be in every family child care home at least once a year, which exceeds statutory requirements," Clark said. "Since many of our more serious violations occur in family homes, we believe it is important to have a staff presence in the homes. And CIS is also partnering with Michigan Public Health Institute (MPHI) to develop a mentoring program for family day care homes."

Clark said staff is also excited that Michigan has been selected for a pilot program for Ann-Arbor based Kinderstreet, which is developing Internet applications for child care forms to reduce paperwork and streamline administrative functions. The State of Michigan is on the cutting edge of using new technology in child care including:

- More than 90 percent of child care inspection reports are generated using database templates.

- Child care disciplinary actions and summary suspension press releases were made available via the Internet to keep parents and consumers informed. Child care inspection reports will be added to <http://www.michigan.gov/cis> by the end of 2002.





CIS Salutes is devoted to employee accomplishments (on and off the job), letters of appreciation and staff changes. Please send CIS Salutes news to: [Lori Donlan - ldonla@michigan.gov](mailto:Lori.Donlan@michigan.gov).



**JANICE PETTENGILL,  
RN, BSN, MA**

**Janice Pettengill, RN, BSN, MA** was presented with the 2002 Michigan Nurses Association (MNA) Excellence in Nursing Practice Award on Oct. 3 at the MNA Annual Convention. Pettengill is with the Bureau of Family Services' Home for the Aged Licensure Program. The MNA convention was held at the Soaring Eagle Convention Center in Mt. Pleasant. Several hundred nurses from around the state attended and offered their congratulations.

Congratulations to **Jeanette Robinson**, Bureau of Health Systems, and her husband for completing the 310 mile DALMAC bike ride (Lansing to Mackinaw City) over Labor Day weekend.

Welcome to **Cindy Eicher** as new Office Manager in General

Industry. Cindy brings many positive strengths to General Industry including extensive knowledge of computer software applications, travel requirements and planning, and personnel issues.

The **Bureau of Safety & Regulation** received a thank you letter from Patricia Clark, Regional Administrator, New York OSHA. "Thirty Michigan state staff worked on this site for 143 eight-hour tours of duty. And they did it with professionalism, commitment and a tremendous sense of purpose. There are no words to adequately thank the state of Michigan, given the nature and complexity of this work, for your personal and professional contribution. We, nonetheless, offer our heartfelt gratitude for the expertise you offered to help assure the safety and health of the workers who toiled at the site of one of our Nation's greatest tragedies."

The Bureau of Safety & Regulation's Occupational Health Division received the following comments with the proof of abatement from Facundo Bravo, CEO with Uni Boring Co. Inc. of Howell, Michigan. "Uni Boring Management would also like to thank Mr. **Greg Kozak** for his professional manner and conduct during the inspection process and will utilize the information obtained during discussions and interviews to continue to improve the health

and safety atmosphere at this and all Uni Boring facilities. Thanks for your positive impression, Greg, and for making workplaces safer for Michigan employees."

**Sundari Murthy**, Supervisor, District 5, Occupational Health Division recently received a fax from the company manager regarding a complaint inspection performed by **Cynthia Politowicz** at a manufacturing facility in Romulus. "She conducted herself in a professional manner. Through her actions, advise, and direction, we are confident even more so that we will continue to be able to provide our wonderful employees with a safe and healthy environment in which to prosper."



**DOUG KALINOWSKI**

**Doug Kalinowski** has been promoted as director of the Bureau of Safety & Regulation effective November 1, 2002. Kalinowski has been deputy director since 1997. **Martha Yoder** has been named to replace Kalinowski as the BSR Deputy Director for Compliance.





# Retiring CIS Employees

*We wish to salute the retiring employees of the Michigan Department of Consumer & Industry Services. Thank you for all your contributions to CIS and the State of Michigan! The following is a list by retirement date of all CIS employees retiring through December, 2002.*

## **RETIREMENT DATE 7/01/02**

- ALBERTS JUDITH S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ALLEN BENJAMIN F (CONSTRUCTION CODES)
- ANDERSON LINDA C (REGULATORY SERVICES)
- ARNOLD ADELE L (PUBLIC SERVICE COMMISSION)
- BAIRD CHRISTY A (FIRE SAFETY)
- BARCLAY SARAH A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BARIL MARY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BAUERLE CINDY M (BUREAU OF HEARINGS)
- BAUMGART BRIAN F (REGULATORY SERVICES)
- BEGEMAN MARY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BELANGER NORMAN A (REGULATORY SERVICES)
- BENNETT ALICE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BENNETT VERA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BETTENCOURT EMILY M (REGULATORY SERVICES)
- BISHOP PATRICIA A (LIQUOR CONTROL)
- BLEDSOE DELORES T (OFIS)
- BROWN MICHAEL F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BROWN RITA L (HEALTH SERVICES)
- BURCH JOANN K (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- CARROLL CONSTANCE F (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- CHAMBERS LINDA J (REGULATORY SERVICES)
- CHRISTENSEN CAROL A (BUREAU OF HEARINGS)
- CHRISTIE KAREN S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CLARK CONNIE S (PUBLIC SERVICE COMMISSION)
- COOK ROBERT C (PUBLIC SERVICE COMMISSION)
- CORNETT ANN K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CROWELL CHARLES H (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CURTISS CAROL J (FINANCE AND ADMINISTRATIVE SERVICES)
- DALE SUE S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DALTON SANDRA V (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DAVIS PATRICIA M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DEPUYDT GREGORY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DEWAR KAREN L (SAFETY AND REGULATION)
- DICKERSON BARBARA A (LIQUOR CONTROL)
- DIPALMA LOUIS (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DITMAR DAVID J (REGULATORY SERVICES)
- DONOVAN EUGENE H (CONSTRUCTION CODES)
- DREW PHYLLIS (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DUNCIL BILLY R (SAFETY AND REGULATION)
- DUNLAP ROSALIND (REGULATORY SERVICES)
- DUNN BRIAN P (SAFETY AND REGULATION)
- EDWARDS KAREN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- EHRlich RUTH J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ELLEGOOD NANCY I (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FAUCHER SANDRA F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FIELDS BETTIE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FINK CAROL A (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- FINNEY SUE C (REGULATORY SERVICES)
- FOREMAN ROBIN B (REGULATORY SERVICES)
- FOX GLORIA P (REGULATORY SERVICES)
- FREUND ELIZABETH A (REGULATORY SERVICES)
- GARCIA RAMON R (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GARVIN LEON (BWUC WORKERS COMP & UNEMPLOYMENT COMP)
- GEML JACK F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GORDON ELIZABETH A (REGULATORY SERVICES)
- GORMAN KAREN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GRAHAM KATHLEEN L (REGULATORY SERVICES)
- GREANYA PATRICIA A (REGULATORY SERVICES)
- GREEN DEBORAH K (REGULATORY SERVICES)
- HAACK NORMAN F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HAARA PAUL E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HALL CECILIA B (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)



# Retiring CLS Employees

- HALL NANCY S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HARRIS PATRICK J (SAFETY AND REGULATION)
- HART KAREN E (REGULATORY SERVICES)
- HEINE TERRENCE A (LIQUOR CONTROL)
- HILL SHIRLEY (REGULATORY SERVICES)
- HOGAN ROGER (LIQUOR CONTROL)
- HOLMES MICHAEL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HOPKINS RAYMOND A (REGULATORY SERVICES)
- HURLEY CELESTINE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- IRWIN-STABENOW DENNIS (POLICY AND LEGISLATIVE AFFAIRS)
- ISENHATH SHARON K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JENSEN KENNETH (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JOHNSON HELEN (HEALTH SYSTEMS)
- KARPINSKI BARBARA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KAUER-BREEN NANCY (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KENT BARBARA J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KERN CAROLE A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KHAMUSI HUSAINA (REGULATORY SERVICES)
- KIPP CONNIE J (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- KLEINO LONNIE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KLEINSTIVER RICHARD L (REGULATORY SERVICES)
- KODLOWSKI RONALD J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KOPASZ PEGGY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KRASKA OLGA (REGULATORY SERVICES)
- LANE CHERYL A (FINANCE AND ADMINISTRATIVE SERVICES)
- LAngLER-SMITH SANDRA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LEONARD GAIL M (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- LOVELACE JOANN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LOWE LEON H (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LUNDY ROBERT W (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LUTHER NADINE L (LIQUOR CONTROL)
- MAKOWSKI DAVID (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MANCE GAIL A (HEALTH SYSTEMS)
- MANDUJANO DOLORES G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MARINEZ LALO (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MARVIN SHARON L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MATUSZAK KARIN S (COMMERCIAL SERVICES)
- MCALPINE JOHN G (SAFETY AND REGULATION)
- MCCARTHY MAUREEN E (REGULATORY SERVICES)
- MCCLUNG SUE M (HEALTH SERVICES)
- MCCONNELL JANET A (BUREAU OF HEARINGS)
- MCDONALD WANDA (OFFICE OF HUMAN RESOURCES)
- MCMAHAN KENNETH (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MEDINA THOMAS (HEALTH SERVICES)
- MERNOVAGE JANET S (REGULATORY SERVICES)
- MEYER MARY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MILLS SUZANNE V (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MORRALL HARRISON B (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOULTRIE OCIE (OFFICE OF HUMAN RESOURCES)
- MOUNTJOY FRANCES J (LIQUOR CONTROL)
- MUNSCHY CORNELIA A (SAFETY AND REGULATION)
- MYERS JEAN A (HEALTH SYSTEMS)
- NASH CHERYL A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NASH JERRY N (ENERGY)
- NELSON CHRISTINA J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NELSON DENNIS C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NEMETZ AUDREY L (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- NIEBRZYDOWSKI PHYLLIS A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NIED JOSEPH A (REGULATORY SERVICES)
- OKHUYSEN JOSEPH W (COMMERCIAL SERVICES)
- OLESKY CAROLINE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PATTERSON RONAN S (PUBLIC SERVICE COMMISSION)
- PERLA MARY L (COMMERCIAL SERVICES)
- PETERS MADALINE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PRIDE RONALD G (COMMERCIAL SERVICES)



# Retiring CIS Employees

- RAMIREZ JUDITH A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- REESER DARLENE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- REMUS LINDA L (COMMERCIAL SERVICES)
- ROBERTS PHYLLIS L (HEALTH SERVICES)
- ROGERS DAVID A (OFIS)
- ROOT BETTY V (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ROSS JACQUELINE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RUARK MARK (LIQUOR CONTROL)
- RUSSELL DIANNE L (COMMERCIAL SERVICES)
- SALAAM ASILYAH (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SAYLES GERRE K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCHNEEBERGER BEVERLY J (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- SCHNEID JUDITH S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCHROEDER BETH A (REGULATORY SERVICES)
- SCOTT JAMES C (SAFETY AND REGULATION)
- SCOTT SANDRA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SHAWA BEVERLY J (FIRE SAFETY)
- SIMS GERALDINE O (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SKIPPERGOSH JUDY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SLEE LINDA S (REGULATORY SERVICES)
- SLEE SANDRA I (OFIS)
- SMITH BONNIE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SMITH ELIZABETH S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SMITH PATRICIA K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SMITH RUTH V (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SOBER PATRICIA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SOMMERS EDGAR (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- STALLCUP GAYLE M (SAFETY AND REGULATION)
- STEFANSKI MICHAEL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- STRAATSMA THOMAS (TAX TRIBUNAL)
- TALBOT EVELYN J (HEALTH SYSTEMS)
- TANK ANN M (REGULATORY SERVICES)
- THOMPSON LANNY C (CONSTRUCTION CODES)
- THOMPSON LINDA M (REGULATORY SERVICES)
- TREMBATH STEPHEN F (OFIS)
- TRIPLETT LORNA (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- TUMPKIN ROY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TUTTLE JEANNIE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- UPDYKE EDWARD E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- VIGH SHEILA J (OFIS)
- WALKER GARY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WARREN JAMES F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WATSON MARGARET J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WELZ EDWARD W (REGULATORY SERVICES)
- WERWEGA CHRIS (OFIS)
- WILLIAMS ESSIE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WINSTANLEY LINDA L (REGULATORY SERVICES)
- WIRGAU MARCIA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WOOD CHRISTINE A (REGULATORY SERVICES)
- WYATT ALICE (REGULATORY SERVICES)
- ZALEWSKI LUCY (COMMERCIAL SERVICES)

***RETIREMENT DATE 8/01/02***

- BOUSSON DONNA (REGULATORY SERVICES)
- BROGDON CLARENCE E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BROWN JAMES H (OFIS)
- DEVOLD DELORES M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ELDER SUSAN D (COMMERCIAL SERVICES)
- FARMER SANDRA K (FINANCE AND ADMINISTRATIVE SERVICES)
- GARDNER LINDA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GRAVLIN MICHAEL J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HANEY SALLY A (OFIS)
- HENGESBACH SHARON (LIQUOR CONTROL)
- HOLBEN CONNIE L (HEALTH SERVICES)
- HORN MARCIE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HOWARD MICHAEL J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KOHLER CHARLIE L (OFIS)
- KRALAPP GLEN H (REGULATORY SERVICES)
- LEGOFF ELIZABETH A (REGULATORY SERVICES)
- LEMPERT CAROLYN (REGULATORY SERVICES)





# Retiring CIS Employees

- MARTELL BARBARA J (FINANCE AND ADMINISTRATIVE SERVICES)
- MCWHORTER LESLIE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MEEUWENBERG JAN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MICHELS DAVID E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MORRIS RONALD J (SAFETY AND REGULATION)
- NAY NANCY L (REGULATORY SERVICES)
- NIELSEN BEATRICE L (SAFETY AND REGULATION)
- PLATZER SALLY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ROBERTS BETTY S (REGULATORY SERVICES)
- ROLLINS ROY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RUBACH RONALD D (CONSTRUCTION CODES)
- SHAFFER KAREN A (REGULATORY SERVICES)
- STEVENS GERALDINE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- STEVENSON ANNE H (REGULATORY SERVICES)
- SWIFT DAWN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- THOMAS MARY E (REGULATORY SERVICES)
- TOMAK CAROLYN R (PUBLIC SERVICE COMMISSION)
- TOMAYKO LAURA J (REGULATORY SERVICES)
- VANDERESCH LEONARD L (LIQUOR CONTROL)
- VANHOVEN MARK (REGULATORY SERVICES)
- VERNIA BARBARA J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WARREN ELEANOR A (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)

## ***RETIREMENT DATE 9/01/02***

- ALDRIDGE-HUNTER JOYCE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ANSTISS ROBERT M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BASKIN-WELLS RETTA (REGULATORY SERVICES)
- BEURKENS LORAIN A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BOND ROBERT (REGULATORY SERVICES)
- CIESZYNSKI KATHRYN J (HEALTH SYSTEMS)
- COMBS BONNIE J (SAFETY AND REGULATION)
- DAWSON MARILEE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DEMOPOULOS CHRYSTINA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DULIBAN SANDRA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- EDWARDS MADELINE Q (BWUC-WORKERS

- COMP & UNEMPLOYMENT COMP)
- EVANS DONNA J (FINANCE AND ADMINISTRATIVE SERVICES)
- HAVER DORLIS A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HROBOWSKI MARION (REGULATORY SERVICES)
- JACKSON GENEVIEVE F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KENDRICK CAROLINE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KISSINGER MARY L (COMMERCIAL SERVICES)
- LAVIGNE MARGARET A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MCDOWELL BETTY E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOORE ROXANNE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOYER EMMA (HEALTH SYSTEMS)
- QUIGLEY MARGARET (REGULATORY SERVICES)
- SELKE BARRY W (REGULATORY SERVICES)
- SEROTKIN ANNE L (FINANCE AND ADMINISTRATIVE SERVICES)
- SHERROD LINDA A (REGULATORY SERVICES)
- SHIPP WILLIAM H (REGULATORY SERVICES)
- STURDIVANT-JAMES BARBARA J (COMMERCIAL SERVICES)
- SZAGESH JILL I (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WATERS ROBERT G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WEBER MARY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WHITAKER DOUGLAS (REGULATORY SERVICES)
- WILLIAMS CHERRIE A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ZAMORA MADELYN C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)

## ***RETIREMENT DATE 10/01/02***

- ANDERSON BRENDA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BACHELDER ALLEN M (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- BINKLEY PAUL C (CONSTRUCTION CODES)
- BLAUWKAMP LEONARD D (REGULATORY SERVICES)
- BOYER STEPHEN A (HEALTH SERVICES)
- BRAUN CYNTHIA A (SAFETY AND REGULATION)
- BYWATER REBECCA A (CONSTRUCTION CODES)
- COPELAND ROBERT E (FINANCE AND ADMINISTRATIVE SERVICES)



# Retiring CIS Employees

- DAHLGREN JUDY A (FINANCE AND ADMINISTRATIVE SERVICES)
- DAVIS MARY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FISHER BRUCE A (REGULATORY SERVICES)
- FISHER TOMENE J (CONSTRUCTION CODES)
- GADALETO JOYCE I (OFFICE OF HUMAN RESOURCES)
- GILLHAM DIANE K (REGULATORY SERVICES)
- GLOWACKI SYLVIA J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HAFFNER JANET L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HALL EMMA J (SAFETY AND REGULATION)
- HOWE LINDA K (SAFETY AND REGULATION)
- HUHN JUDITH A (SAFETY AND REGULATION)
- KIRKENDALL SUSAN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KNAPP CAROL A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KRAEMER RICHARD J (LIQUOR CONTROL)
- LAMBERG PHYLLIS A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LIENAU JUDY (REGULATORY SERVICES)
- LOVE MILDRED E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MAJDER AUGUSTYN (REGULATORY SERVICES)
- MASEK SALLY A (REGULATORY SERVICES)
- MCPHERSON CONNIE K (COMMERCIAL SERVICES)
- MEDLER GERALD E (SAFETY AND REGULATION)
- MERRILL SANDRA J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MILLER GONZALES D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOORE RONALD L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MORRISON JOAN B (REGULATORY SERVICES)
- NOBLE THELMA I (COMMERCIAL SERVICES)
- ORR LYNN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PEARSON PAMELA A (OFFICE OF HUMAN RESOURCES)
- PETTIFORD WAUNITA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RACH JANET K (INTERNAL AUDIT)
- SCHOTT LORETTA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SHANE CHERYL L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SWIFT THEODORE F (REGULATORY SERVICES)
- SZLATENYI JUDITH A (LIQUOR CONTROL)
- THELEN LINDA G (FINANCE AND ADMINISTRATIVE SERVICES)

- TIVE SERVICES)
- ULRICH VERONICA A (SAFETY AND REGULATION)
- UNGER EILEEN J (SAFETY AND REGULATION)
- VAN WAGNER VERONICA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WIRICK SHIRLEY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WORKMAN JOAN (REGULATORY SERVICES)
- WOULDSTRA JAMES A (REGULATORY SERVICES)
- WRIGHT CAROL L (DIRECTORS OFFICE)
- ZAMUDIO J M (REGULATORY SERVICES)
- ZELLER MARGUERITE D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)

## *RETIREMENT DATE 11/01/02*

- ADAMS FLOSSIE (LIQUOR CONTROL)
- ADAMS ROSE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ALEXANDER CAROL J (FINANCE AND ADMINISTRATIVE SERVICES)
- ALLEN BARBARA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ANDERSON CATHERINE D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ANDERSON LINDA C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ANDREWS ROBERT G (OFIS)
- ANTOINETTE SHARON K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- APPLING LINDA D (DIRECTORS OFFICE)
- ARENS GERALD A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ARGERSINGER THERESA (CONSTRUCTION CODES)
- ATKINSON CARMENLITA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BADALUCCO BARBARA (OFFICE OF HUMAN RESOURCES)
- BAILEY ESTHER (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BAILEY LARRY W (PUBLIC SERVICE COMMISSION)
- BAKER MARILOU (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BAKER-REED SHIRLEY A (REGULATORY SERVICES)
- BARTEK DOROTHY (OFIS)
- BATES DARLENE Z (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BAUER PEGGY L (LIQUOR CONTROL)
- BAUGH MAXINE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)



# Retiring CIS Employees

- BEARD NATHALIE (HEALTH SYSTEMS)
- BEASLEY FLORESTINE (HEALTH SERVICES)
- BEBOW SUSAN L (HEALTH SERVICES)
- BENNETT JUDITH C (OFIS)
- BENNETT PATRICIA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BETTERIDGE NOREEN (REGULATORY SERVICES)
- BILLINGHURST NANCY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BIRDSONG LINDA S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BLACK FLOREA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BLACKWELL MARTHA J (HEALTH SERVICES)
- BLOCH NANCY L (LIQUOR CONTROL)
- BLOCK MARGARET (REGULATORY SERVICES)
- BODINE SUE C (SAFETY AND REGULATION)
- BOELMAN MICHAEL W (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BOUMAN RUTH A (REGULATORY SERVICES)
- BOYD ESSIE L (EMPLOYMENT RELATIONS)
- BOYER GAYENELLE A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BRANDON SARAH J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BRAXTON MAXINE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BROADBENT MARION A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BROADEN VIVIAN (OFFICE OF HUMAN RESOURCES)
- BRODY KATHLEEN (LIQUOR CONTROL)
- BROTHERTON M A (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- BROWN BRUCE T (REGULATORY SERVICES)
- BROWN ELSIE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BROWN EMILY (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BRUNK DELORES J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BRYAN BEVERLY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BURGESS HAROLD E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BURSTREM ARLENE B (REGULATORY SERVICES)
- BURTOVOY LORRIE R (SAFETY AND REGULATION)
- BUTKUS JUDY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- BUTLER SANDRA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CALADO FEDERICO (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CARLSON JEAN K (OFIS)
- CARLSON PAUL A (PUBLIC SERVICE COMMISSION)
- CARTER BRENDA F (REGULATORY SERVICES)
- CASTELLE JAMES W (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CHALLBERG MARJORIE M (HEALTH SYSTEMS)
- CHARBONEAU BARBARA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CHESTER ALLEN D (COMMERCIAL SERVICES)
- CHIRCO KATHLEEN A (REGULATORY SERVICES)
- CIARKOWSKI LINDA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CLARK CLAUDIA M (COMMERCIAL SERVICES)
- CLARK JANICE L (SAFETY AND REGULATION)
- CLARK ROBERT J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CLAY VELVAROSE (REGULATORY SERVICES)
- CLINTON TIMOTHY (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- COLEMAN MARILYN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- COLEMAN RONALD P (REGULATORY SERVICES)
- COLLINS MELVIN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- COLONE RALPH M (REGULATORY SERVICES)
- COMMENT CATHERINE L (REGULATORY SERVICES)
- CONNER SADIE E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- COOK EDWARD F (PUBLIC SERVICE COMMISSION)
- COOK RICHARD K (SAFETY AND REGULATION)
- COOK VICTORIA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- COONEY MARGARET M (PUBLIC SERVICE COMMISSION)
- CORDIER JACQUELINE (REGULATORY SERVICES)
- COREY MARY T (SAFETY AND REGULATION)
- CORNETT RUTH (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- COTTON KARLA A (OFIS)
- COURSEY LINDA K (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- COX DONNA M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CRAWFORD SANDRA L (PUBLIC SERVICE COMMISSION)
- CRUICKSHANK DEBORAH K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CUMBERWORTH DOROTHY I (LIQUOR CONTROL)





# Retiring CIS Employees

- CUNNINGHAM CHARLENE E (REGULATORY SERVICES)
- CURRY BARBARA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- CUTSHAW DEBRA A (OFIS)
- CUTSHAW STEVEN D (OFIS)
- DAMESWORTH VICKY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DARNELL JACQUELINE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DAVIS DOUGLAS L (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- DAWSON STEVEN E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DE MOND BETTY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DEBOER JUDY Q (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DEE MARTHA J (BWUC-WORKERS DISABILITY COMP/APPELLATE COMMISSION)
- DENNIS MARY N (FINANCE AND ADMINISTRATIVE SERVICES)
- DEPETRO NATALIE D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DEPUYDT CAROLYN A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DERRY STEPHANIE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DILLON YVONNE C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DIXON BRIAN L (SAFETY AND REGULATION)
- DIXON NANCY A (COMMERCIAL SERVICES)
- DIXON THOMAS L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DOERING LOUIS L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DORAN CHERYL D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- DUTKAVICH LAVERN E (SAFETY AND REGULATION)
- DYKSTRA JAMES R (REGULATORY SERVICES)
- EARLE DOUGLAS R (SAFETY AND REGULATION)
- EATON JACK D (CONSTRUCTION CODES)
- EDMONDS BARBARA J (FINANCE AND ADMINISTRATIVE SERVICES)
- EGGLESTON RICHARD G (LIQUOR CONTROL)
- EINIKS DIANE E (REGULATORY SERVICES)
- ERKINS GERALDINE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ERNZER KIMBERLEY M (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- ERVIN KATHLEEN A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ESSER JOHN P (OFIS)
- ESTRELLAS PHILIP N (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- EVANS WEDELL (REGULATORY SERVICES)
- EVERETT MICHAEL E (SAFETY AND REGULATION)
- FABER JEROME A (SAFETY AND REGULATION)
- FARLEY WILLIE B (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FERRUZZI EMANUEL (SAFETY AND REGULATION)
- FISCHRE CHERYL T (BUREAU OF HEARINGS)
- FLETCHER CAROL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FOLEY DORIS C (HEALTH SERVICES)
- FONSECA ABEL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FORCH SUZAN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FORREST JEFFREY M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- FRY CAROL J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GALLERY REBECCA F (REGULATORY SERVICES)
- GALLUP KAY V (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GANAWAY THERESA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GARCIA EVA R (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GARCIA PATRICIA P (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GATES LINDA J (LIQUOR CONTROL)
- GEER CAROLYN M (LIQUOR CONTROL)
- GEML GERALD F (PUBLIC SERVICE COMMISSION)
- GEML JEFFREY S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GERZETICH JAMES M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GILMORE ETHEL E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GODFREY DON C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GOLENIAC DORIS A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GRANT CHERYL A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GREER JANET S (COMMERCIAL SERVICES)
- GREER MYRNA D (PUBLIC SERVICE COMMISSION)
- GRETHER DEBORAH L (SAFETY AND REGULATION)
- GRIEBE MARY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)



# Retiring CIS Employees

- GROVES GARY D (OFIS)
- GUDSCHINSKY BARBARA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- GUNIA ANN E (REGULATORY SERVICES)
- HAINES WILLIAM J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HALE STANLEY E (OFIS)
- HALL ANN M (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- HALL JANE M (REGULATORY SERVICES)
- HANNA JAMES H (SAFETY AND REGULATION)
- HARDY CLIFTON (LIQUOR CONTROL)
- HARRISON DAYLE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HART ROY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HARTMAN LENORE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HAYWOOD PATRICIA J (COMMERCIAL SERVICES)
- HEARD KATHRYN F (HEALTH SYSTEMS)
- HELMINSKI JEANNE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HENRY STEVEN P (OFIS)
- HERBERT KAREN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HESTER PAULINE D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HILL JACKIE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HILL NADELEEN (COMMERCIAL SERVICES)
- HINES SHARON M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HLAVKA GARY D (CONSTRUCTION CODES)
- HODGE CAROLE S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HODGSON MARK J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HOLCOLM MARY J (REGULATORY SERVICES)
- HOSFORD TERRI G (PUBLIC SERVICE COMMISSION)
- HOSTETER MAUREEN E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HOUCK DEBORAH D (REGULATORY SERVICES)
- HOUSE ANNA M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HOWELL GIL M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HUNT DENNIS A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HUNTER ROBERT H (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HUTTON ISABELLE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- HUVER JANE E (PUBLIC SERVICE COMMISSION)
- INGALSBEE BEVERLY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- INGRAM GEORGIA O (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- INNIS MARGARET A (REGULATORY SERVICES)
- ION ARLIENE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JAEGER WILLIAM D (OFIS)
- JENSEN GUSTAV K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JOHNSON CHARLES A (OFIS)
- JOHNSON CYNTHIA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JOHNSON KARL J (OFIS)
- JOHNSON LILLIAN V (HEALTH SYSTEMS)
- JONES LULA B (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JONES THERESA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- JORDAN CLARA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KANNO AYALEW (SAFETY AND REGULATION)
- KARES PATRICIA L (PUBLIC SERVICE COMMISSION)
- KELLEY DANNY W (HEALTH SERVICES)
- KELLY MICHAEL T (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KENDZIORSKI GERALD M (EMPLOYMENT RELATIONS)
- KENNEDY DONALD J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KENNEDY THOMAS R (REGULATORY SERVICES)
- KENT DIANE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KESTERIS JOHN (REGULATORY SERVICES)
- KHATTAR SUDHIR K (PUBLIC SERVICE COMMISSION)
- KIDD MICHAEL J (PUBLIC SERVICE COMMISSION)
- KING CAROLYN J (REGULATORY SERVICES)
- KLEMP DIANN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KLUZA L J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KNECHTGES RICHARD A (PUBLIC SERVICE COMMISSION)
- KNEEBONE BARBARA A (REGULATORY SERVICES)
- KOHL KEITH W (REGULATORY SERVICES)
- KOSS ROBERT A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KOYL GEORGE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- KRUIS RONALD S (REGULATORY SERVICES)



# Retiring CIS Employees

- LADEN-MEEKS RUTH (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LAMB ROGER A (PUBLIC SERVICE COMMISSION)
- LANGHAM DOUGLAS K (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- LAPINE MICHEL G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LAWENS KATHERAN L (CONSTRUCTION CODES)
- LAWRENCE ANN E (SAFETY AND REGULATION)
- LEE DENISE E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LEE EDITH S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LEONARD MARY P (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LESPERANCE NANCY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LEWINSKI MARY F (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LEWIS GERALDINE (REGULATORY SERVICES)
- LINDERME MARTHA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LINDGREN RAYMOND J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LINDSAY THOMAS C (HEALTH SERVICES)
- LINTMUTH GERALD M (REGULATORY SERVICES)
- LOAR CHARLENE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LOCHER DEBRA J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LOPEZ SUSAN E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LOW MARY E (PUBLIC SERVICE COMMISSION)
- LUKOMSKI DIANE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- LUPTOWSKI DAVID J (SAFETY AND REGULATION)
- LYCOS WILLIAM E (CONSTRUCTION CODES)
- LYLE JOHN M (OFIS)
- LYNCH HONORA J (EMPLOYMENT RELATIONS)
- LYNCH PATRICK J (OFIS)
- LYNN RODGER A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MACGREGOR LAUCLIN (PUBLIC SERVICE COMMISSION)
- MACKLIN JEAN E (OFIS)
- MADDEN MARCELLA E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MADDOX ERNEST (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MAKI PATRICIA (CONSTRUCTION CODES)
- MALONE DANNY G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MARGONI DON M (REGULATORY SERVICES)
- MARKHAM MARY A (SAFETY AND REGULATION)
- MARKS ELIZABETH A (REGULATORY SERVICES)
- MARSHALL CHERYL J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MARTIN LOUISE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MATRONE STEVEN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MAY RICHARD (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MAZZOLA KATHLEEN (REGULATORY SERVICES)
- MCALLISTER ELIZABETH (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- MCCALLIE DAVID P (OFIS)
- MCDANIEL DIANA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MCDEVITT KATHLEEN B (OFIS)
- MCDONALD ROSALYN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MCDOWELL RUTH A (HEALTH SERVICES)
- MCGHAN ROBERT L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MCCLAUCHLAN IAN S (OFIS)
- MCMILLIN CURTIS B (OFIS)
- MCNAMARA ROSE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MCNINCH WILBUR F (PUBLIC SERVICE COMMISSION)
- MCPEAK GEORGE R (REGULATORY SERVICES)
- MEDINA ELIZABETH (HEALTH SERVICES)
- MELLINGER TIMOTHY S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MEYERS JANICE L (CONSTRUCTION CODES)
- MILES CAROLYN A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MILLER ELMER L (SAFETY AND REGULATION)
- MINTER CAROL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MIZER RUTH A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOFFETT LETTIE L (OFFICE OF HUMAN RESOURCES)
- MONTIE MARLENE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOORE MARILYN M (PUBLIC SERVICE COMMISSION)
- MOORE SYLVIA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOREHOUSE KRISTENE M (FINANCE AND ADMINISTRATIVE SERVICES)
- MORGAN BONNIE M (COMMERCIAL SERVICES)





# Retiring CIS Employees

- MORISETTE PENNY N (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOSS GWENDOLYN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOSS ROSALYN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MOULTON SANDRA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- MURRELL MARJORIE R (REGULATORY SERVICES)
- MYER RENA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NELSON DAVID L (SAFETY AND REGULATION)
- NELSON DONALD E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NEYLAND PEARLIE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- NOBEL FRANK J (OFFICE OF HUMAN RESOURCES)
- NOELKE WILLIAM H (REGULATORY SERVICES)
- NOVAK MARILYN J (REGULATORY SERVICES)
- OLDSTROM STEPHEN C (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- OLVERA JOSE S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ONTIVEROS SUSAN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- OPOKA THOMAS M (CONSTRUCTION CODES)
- OWENS DONALD (HEALTH SYSTEMS)
- PARSONS KATHLEEN A (OFIS)
- PASCAL WALTER G (REGULATORY SERVICES)
- PASKVAN LINDA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PASSARIELLO LOUIS R (PUBLIC SERVICE COMMISSION)
- PATTERSON CHARLES A (CONSTRUCTION CODES)
- PATTON CHARLES E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PAYNE PEARLIE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PENNELL NANCY L (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- PEPOWSKI GERARD (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- PERKINS DORIS E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PETERS MILDRED I (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PETERSON BETTY J (SAFETY AND REGULATION)
- PETERSON MARY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PETTENGILL JANICE S (REGULATORY SERVICES)
- PITCH KATHLEEN A (LIQUOR CONTROL)
- PLATT UNICE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PLOUGH BETTY E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PLUNKETT LYNDIA L (LIQUOR CONTROL)
- POLAD RONALEE M (LIQUOR CONTROL)
- POPLAR KRYSTAL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- POPP DIANA L (HEALTH SERVICES)
- POULIN ROBERT J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- PRESLEY JOSEPHINE (REGULATORY SERVICES)
- PRIDE MARY L (LIQUOR CONTROL)
- RAASIO CLYDE A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RANDALL SHERI L (PUBLIC SERVICE COMMISSION)
- RANDOLPH TONI (FINANCE AND ADMINISTRATIVE SERVICES)
- RANGI DALJIT S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RAVITZ BARRY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RAY-CAINE BETTY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RECTOR DAVID A (HEALTH SYSTEMS)
- REDMAN MARY A (PUBLIC SERVICE COMMISSION)
- REFFITT JANICE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- REITZ DEBORAH L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RIDLEY SANDRA K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- RILEY GREGORY K (LIQUOR CONTROL)
- RITSEMA KENNETH (BUREAU OF HEARINGS)
- ROBINS CAROLYN Y (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ROBINSON RUBY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ROBLES LINDA D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ROGERS JOYCE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ROSENAU PAULETTA A (OFIS)
- SABIN NANCY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SALAZAR MANUEL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SAMUELS ADDIE G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCAVONE CATHERINE G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCHANKLER GEORGE (PUBLIC SERVICE COMMISSION)



# Retiring CIS Employees

- SCHERLITZ GAYLE D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCHNOTALA IRENE (EMPLOYMENT RELATIONS)
- SCHROPSHIRE DOROTHY (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCOTT BETTY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SCOVEL ANTOINETTE N (REGULATORY SERVICES)
- SEARLES ANNIE C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SEPPI CAROL A (HEALTH SYSTEMS)
- SETTLEMYRE JOAN C (PUBLIC SERVICE COMMISSION)
- SHAFER MARY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SHARKEY JOEL A (PUBLIC SERVICE COMMISSION)
- SHOOLTZ NANCY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SILLARS PATRICIA A (REGULATORY SERVICES)
- SIMON BRUCE A (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- SIMON KATHLEEN A (OFIS)
- SINGBIEL MARIA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SIPARI MARY C (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SLOAN NATHAN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SMITH BARBARA A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SMITH GRACANNE L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SMITH PHYLLIS E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SNOVER MARY L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SPENCE HOWARD T (BUREAU OF HEARINGS)
- SPENCE SHIRLEY M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SPITZLEY GORDON C (SAFETY AND REGULATION)
- STEPHENS FRANK (OFIS)
- STEPNEY B S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- STEVENS BARBARA A (REGULATORY SERVICES)
- STEVENS ELAINE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- STIEHL MARY A (EMPLOYMENT RELATIONS)
- STORM ROBIN A (PUBLIC SERVICE COMMISSION)
- STRAUGHTER LESLIE D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- SZATKOWSKI CAROLYN (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TAUTKUS PAUL A (OFIS)
- TAYLOR LOIS A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TEELANDER JERRI (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- THOMPSON ELMIRA S (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- THOMPSON GARY A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- THOMPSON VESTA E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TODD MARY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TORKKO TERRY A (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- TORRES ESTHER (OFIS)
- TRACY JAMES (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TRICE VIRGINIA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- TYLER BEVERLY D (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- VANDERMOLLEN RICHARD A (CONSTRUCTION CODES)
- VANDERTUUK MICHAEL (COMMERCIAL SERVICES)
- VANDYKE MARJORIE A (PUBLIC SERVICE COMMISSION)
- VANWORMER JAMES R (CONSTRUCTION CODES)
- VERNON ELEANOR G (BUREAU OF HEARINGS)
- VIGANTS JOHN (REGULATORY SERVICES)
- VITALE CAROL A (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WAGNER RAE-DEANA L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WAINWRIGHT DORTHA R (BUREAU OF HEARINGS)
- WALSH GEORGE E (REGULATORY SERVICES)
- WARD ILENE M (HEALTH SYSTEMS)
- WASHINGTON CHARLAN L (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WATSON DIANE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WATTS PATRICIA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WEBB CLARA A (CONSTRUCTION CODES)
- WEBSTER JOSEPH L (CONSTRUCTION CODES)
- WEI PAUL C (OFIS)
- WEISS ALICIA (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WEND ROBERT G (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WEST THOMAS E (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WESTERN DOREEN R (ENERGY)



# Retiring CIS Employees

- WHALE RICHARD D (PUBLIC SERVICE COMMISSION)
- WHALON REGINALD D (PUBLIC SERVICE COMMISSION)
- WIGHTMAN PATRICIA M (DIRECTORS OFFICE)
- WILLIAMS RICHARD S (WORKERS DISABILITY COMP/FUNDS ADMIN/MAGISTRATES)
- WILLIAMS VERA M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WILSON JAN E (REGULATORY SERVICES)
- WINANS VALERIE (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WISEMAN WANDA K (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WOLFE KENNETH J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WOLFINGER SUSAN L (LIQUOR CONTROL)
- WOLLENWEBER BETTY J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WOOD CAROL (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WOOD DEBRA A (SAFETY AND REGULATION)
- WOOD SUSAN Y (LIQUOR CONTROL)
- WOODS JOAN M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WOODSON MATTIE M (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- WYNES ROBERT J (REGULATORY SERVICES)
- YOUNG CARRIE L (HEALTH SERVICES)
- ZAJAC ROSE J (BWUC-WORKERS COMP & UNEMPLOYMENT COMP)
- ZINSER HERBERT (HEALTH SYSTEMS)

## ***RETIREMENT DATE 12/01/02***

- FORSBERG ELIZABETH A (OFFICE OF HUMAN RESOURCES)